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Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — March 1997 #158

SHIFTING GEARS

Teamsters Enter a New Era

For two decades TDU has led the battle to reform our union. We've won great victories. Teamster members have some new rights, new leaders and new ideas.

In the past five years a lot of energy has been spent successfully defending that progress against old guard officials determined to go backward. Now they're whipped. That's why their new tactic is to climb on board and then try to slow down and stop reform in the name of unity.

We've come to a new era. It's time to raise our sights and raise our goals for the Teamsters Union. We want to build a union democracy that is a way of life, not just a vote every few years; where members are actively involved in defending the union, winning better contracts and in organizing.

One of those goals is to make organizing new members a top priority, not just in words but in an action program. We need to involve thousands of Teamsters as the force to carry out a bold organizing plan.

Another goal is to change the way we approach contract bargaining. The action is not just at the table, but in uniting and organizing our members into a force that can win new gains. The upcoming UPS contract is the biggest test we face this year and a good place for a new approach.

Another goal is to speed up the reform process, especially in local unions, and to develop thousands of new Teamster leaders. And to create model programs in locals and then spread the most dynamic ones throughout our union.

These – and more – are part of an overall goal of transforming the Teamsters union into a growing, dynamic force that energizes its members and inspires working people across North America.

TDU is dedicated to uniting rank and file Teamsters and leaders to move this program forward. There's no time to lose, so let's get busy.

– Ken Paff, TDU National Organizer

Help Build a Stronger Teamsters Union

I believe in the Teamsters union with all my heart, and that our locals and our International have to be about the members. The TDU movement is the foundation for a strong union, and a means to move our union in the right direction – for honesty, dignity and solidarity. If you feel as I do, I urge you to join TDU.

Mike McGowan
Local 667, UPS
Memphis

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Newly elected International Vice President at Large Richard Nelson, pictured here with his wife Pauline, is one of the new officers who will take the oath of office on March 22. Nelson is the president of Oklahoma City Local 886.

Teamster Inauguration March 22

If you're a Teamster, you're invited. Thousands of members will be in Washington, D.C., on Saturday, March 22 for the swearing in of Ron Carey and other leaders elected in the historic rank and file vote. Louisiana Ave., with the Capitol Building in the background, will fill with Teamsters and with solidarity. The Teamster headquarters will be open to all. See page 8 for more information.

It's your union headquarters. It's your leadership. It's your union.

UNION SOLIDARITY

Apples and Strawberries

Teamsters and Farmworkers Organize Agricultural Workers

Farmworkers are some of the lowest paid and most exploited members of the workforce. In many cases, the companies have control over the workers' living conditions and access to services. The "company store" conditions of the 1930s are alive and well in these workplaces.

Washington Apples

The Teamsters and the United Farm Workers have launched organizing drives in two major agricultural sectors. In Washington state, the Teamsters are organizing apple industry workers and in California, the UFW is building a broad-based campaign among 20,000 strawberry workers. The AFL-CIO has announced that the strawberry campaign will be a major project of the federation this year.

Washington state produces 60 percent of the apples in the U.S., 41,000 farmworkers pick the crop and 11,000 warehouse workers package and ship the crop.

Wages make up only a small portion of the end-cost to consumers, only 4.8 cents out of $1.12 per pound for Red Delicious apples. In addition, the apple industry gets millions in government marketing and research subsidies each year. A living wage for these workers is possible, with the strength of organization.

California Strawberries

The situation in the strawberry industry is very similiar. Of U.S. produced strawberries, 75 percent come from California. One out of every ten strawberries in the world are from California. 42 growers account for 70 percent of the strawberry acreage. Eight companies that chill and ship the berries handle 85 percent of the crop harvested. These eight companies dictate terms and conditions to the growers, without being legally responsible for the workforce.

An average strawberry picker will earn about $8,500 per season, often working 10 to 12 hour days under back-breaking conditions. For every consumer dollar spent on strawberries, only 9.2 cents goes to those who pick them.

The theme of the campaign is *5 Cents for Fairness*. For only five cents more a pint, workers' pay rates could rise by as much as half.

Despite the public perception of agricultural work as "unskilled," some experience is required to properly harvest the berries. Strawberry harvesting is done entirely by hand—automated equipment cannot do the job adequately. This places the workers in direct and continual contact with powerful pesticides. Despite the need for an experienced workforce, strawberry growers require the workers to reapply every season.

The employers spare no expense to subvert these workers' right to organize. Employers in the strawberry industry have a long track record of shutting down operations to avoid unionization. The industry as a whole must be organized in order to win. We can help turn corporate profit into decent wages and benefits by doing our part to support these organizing drives.

Watsonville March and Rally

The strawberry organizing drive kicks off with a rally and march in Watsonville, Calif., on Sunday April 13. For more information contact the April 13 Office, 17 W. Lake, Watsonville, Calif. 95077 (408) 761-9977.

The apple drive is underway now and needs your support. Contact United for Change/Teamsters, 328 N. Chelan, Wenatchee, Wash. 98801 (509) 664-8066.

New Developments in Detroit Strike

There was a major shift in strategy in the 20-month fight against the two Detroit daily newspapers. The six unions involved have offered to go back to work unconditionally. Refusal by management to reinstate the strikers could result in payments for lost wages up to $250,000 per day. The Detroit Newspapers, Inc., jointly owned by Gannett and Knight-Ridder, have accepted the back-to-work offer but only through a preferential hiring list. Leaders of the six unions now call the situation a lock-out and are pushing to get all the strikers back to work.

As part of the effort to win a just settlement, the AFL-CIO has endorsed a national march on Detroit for June 13 and 14, 1997. More details on this will follow in the coming weeks.

Labor on the Move
Which Way from Here?

Labor Notes Conference

April 18 - 20 • Detroit

"...the most significant gathering of individuals committed to democratic reform in the trade union movement..."
—Victor Reuther, UAW co-founder

- Over 1,000 workplace activists and leaders
- How to take on the boss—and democratize your union
- Over 50 workshops
- Build a vision for tomorrow
- Strategy sessions by industry and union

Labor Notes, 7435 Michigan Ave, Detroit, MI 48210. 313/842-6262. Fax 313/842-0227. Email labornotes@igc.apc.org

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.

TDU can be contacted via e-mail at:
tdudetroit@igc.org
or on the World Wide Web at:
http://www.igc.org/tdu/

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TDU International Steering Committee

Co-Chairs:
Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Mike Turnure, Minneapolis Local 320

Members:
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Mike McGowan, Memphis Local 667
Lucio Reyes, Stockton, Calif., Local 601
Willie Smith, Columbus, Ohio Local 413

Alternates:
Alex Adams, Cleveland Local 407
Diane Hendricks, Springfield, Ill., Local 916
James Jacob, Providence, R.I., Local 251

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1996 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT, CARHAUL NEWS

STAAy Safe and Protect Your Job

Using the Truck Safety Act

John Platt
Sacramento, Calif.

The Surface Transportation Act of 1982 was passed in order to aid states and private industry to develop and maintain safe transportation systems. As part of the Act, Section 405 was added in 1982 through the efforts of Public Citizen and attorney Arthur Fox, who was active in both PROD and TDU.

The law has been used over the last 14 years to protect commercial vehicle drivers who must choose to drive a vehicle in violation of safety considerations or face discipline from their employer. The law provides "protected employees" with the right to report safety violations and to refuse to operate unsafe equipment without "adverse action" of employers.

The law protects:

- An employee who reports the unsafe condition of a commercial motor vehicle (CMV) over 10,000 pounds, or that the vehicle violates safety regulations, or who testifies in a proceeding about such violation.
- Employees who refuse to operate a CMV that would be a violation of federal, state or local safety regulations,
- Employees who refuse to operate a

continued on page 8

Immediate Action Needed to Save Jobs

GM Attacks Teamster Carhaulers

Rank and file action is the only way to save Teamster jobs in the carhaul industry. That's the message local leaders heard at an emergency meeting held March 3 in Washington, D.C. Ron Carey warned the group that General Motors is planning to wipe out Teamster carhaul jobs – by shifting all their work to nonunion carriers. Carey said Ford and Chrysler will quickly follow if GM succeeds.

"This fight requires a commitment from every Teamster carhauler and union official," said Carey.

The March 3 meeting voted unanimously to support the IBT's aggressive plan to fight GM and save our jobs. The campaign calls for mobilizing all Teamster carhaulers to do informational leafletting at local GM dealerships nationwide. The dealership campaign was one of the "smart strategies" that helped win the 1995 carhaul strike.

GM's attack is for real – just ask the 86 Leaseway drivers at Local 560 in New Jersey who lost their jobs in January when GM rebid their work to MPG, a nonunion carrier. GM also just rebid work to nonunion carriers in New Mexico and Texas. GM is trying to replace all Teamster carhaulers and create a network of 75 nonunion distribution centers.

Our union leadership is taking action to nip union busting in the bud. Too often in the past leaders have put their heads in the sand until the cancer became too large to cut out.

It will take membership involvement to make this work. And we cannot count on every local official in this campaign effort – just like many old guard officials refused to leaflet dealerships during the '95 carhaul strike. TDU members and concerned Teamsters can play a key role by getting involved – and putting pressure on local leaders to join the fight and go after GM dealers now – before it's too late.

The Carhaul Division has created a "GM Campaign Hotline" to keep members informed: 1-800-786-9627.

All Locals Need to Act

Some major carhaul local unions didn't even show up for the carhaul emergency meeting on March 3. Perhaps they had a good reason, but perhaps they're not planning to support the campaign to save carhaul jobs.

Four "no-show" locals are among the ten largest carhaul units: Pontiac, Mich., Local 614, Flint, Mich., Local 332, Janesville, Wisc., Local 579, and Springfield, Ohio, Local 654.

We urge all carhaulers to volunteer to join the fight to save our jobs. If your local is not willing to participate, contact TDU for what action to take.

Freight Lines

NMFA Coming – One Happy Family Time.

With the contract expiration around the corner both Yellow and Roadway are appealing to us to be one happy family. In Roadway's 1996 Annual Shareholders Report they offer an enlightening prospect: "possible reserved stock" to be placed in certain employee accounts for those Teamsters who "remain accident free, injury free and have less than five unexcused absences."

At Yellow, recently I spoke by phone with Yellow's Senior Labor Relations VP Kermit Scarborough, who said that they are looking at several options to stay competitive, and one is a possible employee-owned company not unlike United Airlines. At United, employees took a deal with a wage cut in exchange for stock, which they cannot sell unless they retire or separate from the company.

Will we see productivity standards or incentive plans in the employers' plans for the next contract? Let's be prepared.

– Ralph Ekelman, Yellow Freight, Local 63, Barstow, Calif.

Changes of Ops Hit Roadway, Yellow.

Roadway's second (and final, for this contract) intermodal change of operations, which is to be implemented on April 13, has the aim of increasing Roadway's rail freight from 23 percent to 26 percent of total miles. Yellow's change, which is also to be implemented on April 13, has the aim of increasing rail freight from 16 percent to 22 percent.

A major beef is that few people collect the $700 weekly guarantee that our contract provides, from the prior intermodal change. The union has insisted on protective language in the change. Maybe we need specific written guidelines on this matter distributed to all affected drivers and stewards' training to make sure Teamsters can get what is due them.

Another area where enforcement is a problem is railing. Locals need to work together to compile and share all information, in a coordinated way. The IBT Freight Division and some locals work to enforce the contract, but they can't do it without cooperation up and down the freight stream.

At the intermodal grievance committee, Consolidated Freightways claimed that new hires subject to the $700 weekly guarantee should have that guarantee percentaged down to match their wage progression. The union fought it and won.

President of Overnite Throws in Towel.

Jim Douglas has resigned as president of Overnite Transportation. He held the post for just two years, during which time our Teamsters union scored an impressive string of organizing victories.

In April 1996 Leo Suggs, formerly of Preston Trucking, became Overnite CEO, leaving Douglas as president to run the union-busting efforts.

Meanwhile, our Teamster organizing drive rolls on.

Golf Course Committee: Extinction Overdue.

The so-called "golf course grievance panel" in the West is overdue for extinction. This committee consists of two persons, the chair for the union and the employers, and meets to settle grievance cases deadlocked at the Joint Western Area Committee. Since this "committee" does not hold hearings, or have presentations by members or union agents, or meet other standards, it is in violation of Article 7 of the NMFA, the Grievant's Bill of Rights. Can anyone explain why this still exists?

Carhaul News

Ryder Says: Get Rich Quick.

Ryder managers are telling fairy tales again. This time it's that carhaulers can make more money by working as owner-operators. Ryder is organizing a road show to pitch their plan. If they come to your terminal, let them know we're wise to their union busting. The International is warning local unions about this plan.

New Equipment and Better Backhauls ... What's the Catch?

Ryder is providing some carhaulers with better backhauls and new equipment – for ignoring local dispatch rules and other contract provisions. The International has warned local unions not to cooperate with this scam. Ryder's new equipment includes a satellite tracking system that allows the company to track your position every minute of the day. It also includes a button for accepting assignments – but there's no button to decline.

Carhaulers Hit VW Dealers to Save Jobs.

Last year Volkswagen announced plans to transfer hundreds of jobs away from Delaware Local 326. Carhaulers took their struggle to VW dealerships and got the company to scrap their plans. The company has now agreed to return the jobs to Delaware.

UNITED PARCEL SERVICE

What Power Do You Have?

Why We Need A Contract Campaign

Imagine yourself a member of our National Negotiating Committee trying to negotiate a good contract with UPS. You are facing a huge multinational corporation. The people on the other side of the table got there by being tough, hard bargainers with a single-minded devotion to the pursuit of higher profits.

Will your eloquent and rational appeals for justice on behalf of your members move UPS management to open their purse strings? Will pounding the table and hollering scare them? How about a nifty slide show that illustrates how the union demands will make UPS workers happier, will that do the trick? Not likely.

Every penny, every new right for members that you win from them (in wages, benefits and contractual protections) is one less penny of profitability. The company negotiators know that very well.

Your only power is in the solidarity of the membership you represent. If management perceives them as weak and unorganized, they will squeeze hard. But if management sees 185,000 Teamsters who are organized, united and willing to fight they are more likely to relent and agree to union proposals.

That's why the negotiating committee needs you. That's why we need each other. That's why we need a strong campaign for a good contract.

What Is a Contract Campaign?

Bargaining moves on two fronts. One is at the bargaining table. An equally important front is in the field – a contract campaign in which union members support our bargaining committee, work to unite all Teamsters, and show management we won't settle without a fair contract.

Membership involvement in a contract campaign is the counterbalance to UPS's resources and power. The contract campaign contains three key ways for members to get involved: organization, communication and action.

Our National Negotiating Committee knows this. That's why they have a field staff of Teamster organizers, reps and UPS workers (pulled off the job for this period) in place to help coordinate a national contract campaign. This is a new concept and it will work – if we get involved and do our part.

Organization, Communication and Action

Organization means creating a strong internal structure, a network to communicate one-on-one with each member of the bargaining unit.

Communication through the contract campaign organization will provide us with timely and accurate information about major bargaining issues and how we can win a good contract. Two-way communication gives a way to share our concerns with union leaders. When we are informed on issues and consulted with on direction we can act in support of a good contract. Actions can build unity, such as putting signs on our windshields; further communication, such as leafletting or holding parking-lot meetings; and send a strong message to management that we'll escalate our actions – up to and including a strike, if necessary.

Nobody wants to strike. But, UPS, because of the time sensitivity and competitiveness of the business, is highly vulnerable to a strike or any disruption of service. We need to be prepared – and management needs to see this – to strike if necessary. The best way to avoid a strike is to show the company just how prepared we are. Then they are likely to meet reasonable proposals.

How Can We Get Involved?

The International union has put a structure in place. Many local unions are ready to join in to organize, unite and involve UPS members. If that's your situation, get involved. Volunteer to be part of the process. Offer your energy and ideas. Contact us with reports and get info on other areas.

Unfortunately, some local officials still don't get it. They have not yet come to the realization that the union's power comes from the solidarity of its members. Or they are afraid of their members getting involved.

But we can still organize in every center, building, hub and every local union. We have the International's structure, and we have the TDU movement to energize and organize.

A lot is riding on this contract. It's the largest for our union, and one of the largest for all of labor. We need changes in our contract. Labor needs a win. We can make it happen. Get involved. For a start, join TDU today and become part of a national network of UPS Teamsters working together.

Union Presents Contract Demands to UPS

On March 11 the Teamsters union presented 49 pages of contract proposals to UPS management, as bargaining opened for 185,000 Teamsters under the national agreement. The union proposals were approved at a March 6 meeting of officers of all UPS local unions, and are derived from some 3,500 proposals that members submitted.

At the March 6 meeting Ron Carey said in this contract we are fighting for the future of the labor movement. Critical issues such as job security, creation of more full-time jobs, and stopping subcontracting are issues facing millions of American workers.

Carey pointed out that a key to a good contract is to build a network of UPS Teamsters united – full time and part time – and ready to act. He also noted that UPS workers in other countries are very interested in our bargaining, and suggested the possibility of an international day of action.

Union Proposals

Parcel Division head Ken Hall reviewed some of the key union proposals. A few of the proposals highlighted include:

- **Grievance procedure.** Union demands include imposition of monetary penalties on the company for refusing to abide by the Innocent till Proven Guilty clause; for having employees work off the clock; for pay shortages. Also speeding up the procedure, and the right to strike over deadlocked grievances to put teeth in the process.
- **Creation of full-time jobs, especially in the air operation.** Take back the union concession of 1987 in the air agreement.
- **Raise the part-time starting wage** (frozen since 1982) to close the gap, and speed up the wage progression for part timers.
- **Prevent subcontracting of jobs** from any department.

These are just a few samples of key proposals in the union package. Pension improvements are also a priority.

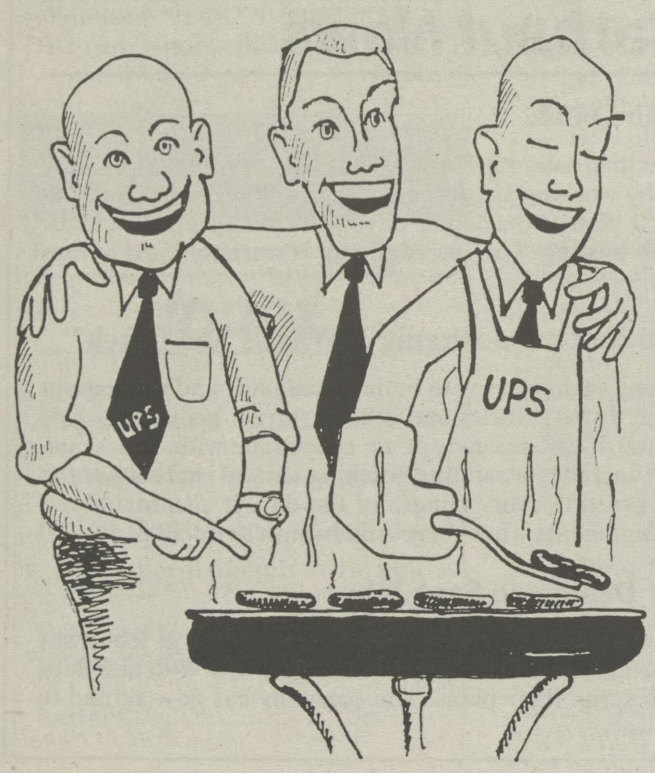
Membership Mobilization

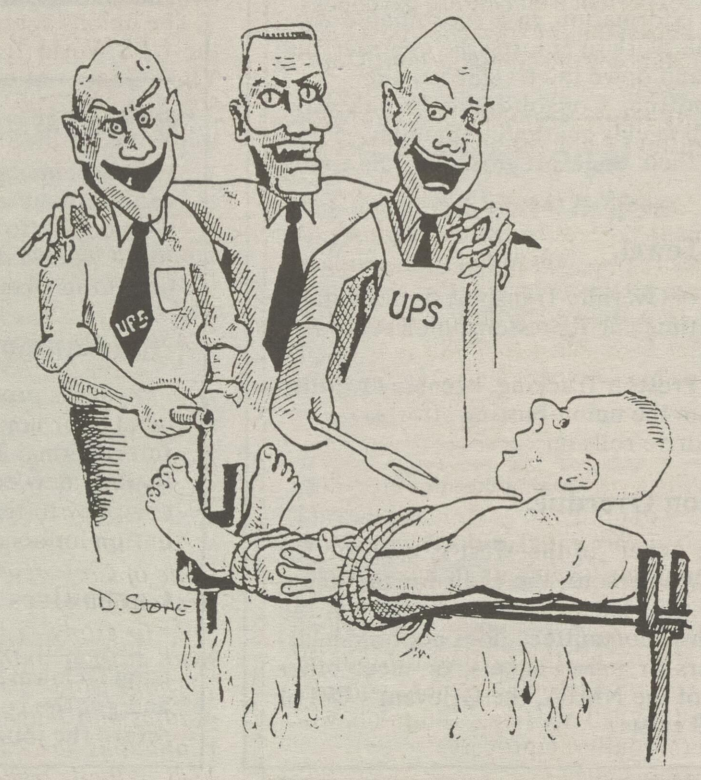
The International union has a team of some 16 persons assigned to work on building unity and solidarity among the members. Some are International reps and organizers, others are rank and file Teamsters pulled off the job for the duration of the contract battle. It's the first time our union has set up such an extensive mobilization campaign in the field.

As a first step, rallies were held in a number of cities on March 10 to send negotiators off to the bargaining.

(All local unions have a copy of the initial union proposals presented to the company. Copies available from TDU. Please include donation.)

We're Cooking for You Now ... *To Burn You Later*





Rank and File Excluded from Supplemental Bargaining?

Leslie Tereck
Local 315 Steward
Martinez, Calif.

Four years ago I had the honor of being chosen by a committee of fellow Teamsters to represent part timers as an observer during the UPS contract talks for the Northern California Supplement. Joel Hochstetler, a feeder driver from San Jose Local 287, was selected to attend for full timers.

Many Teamsters assumed that the rank and file would again be included this year. But in February union officials voted overwhelmingly to exclude the Teamsters who actually work for UPS. Quite a step backward, unless we can get this reversed.

I know from many UPS Teamsters that by taking our rightful place at the negotiating table we were acting on behalf of UPSers across the country.

Joel and I attended every negotiating meeting. At first we were not greeted with enthusiasm by all of the union officials. (At the first negotiating session, there was set up a chair for each Teamster official to sit at the table, and two chairs in a corner for us. Prior to the second meeting Joel and I rearranged the furniture so we could sit at the negotiating table with the grown ups.) Despite that start, I have never heard it said that our presence in any way compromised the negotiating process.

Why now exclude the rank and file? I understand some officers spoke vigorously for our inclusion, not only because of the example set four years ago, but because rank and file Teamsters have real-life experience that is at least as valuable as the negotiating experience of union officials.

I cannot explain what motivated members of the Nor Cal Committee to take this step backwards. Some suggest it's their bitterness over the results of the recent national Teamsters election, while others argue that it's the same old arrogant contempt for the rank and file that has always characterized the old guard.

As of this writing there is still a chance for us to play a meaningful role, but the window of opportunity will close as bargaining gets under way. Let's bring the rank and file into the process.

UPS and Downs

NLRB to UPS: Stop Team Concept; Give Info to Union.

Recently the National Labor Relations Board (NLRB) issued two important complaints against UPS management, based on charges filed by our national negotiating committee.

The first complaint is against management's "team concept" program. The NLRB has charged that it is an illegal program, in violation of Section 8(a)(1) of the NLRA, and designed to undercut the union and divide our members. This NLRB action reinforces our determination to show unity and force an end to this program.

The second complaint is over management's refusal to provide the union with certain information, as required by law. One such information request concerns the creation of full-time jobs as required by Article 22 of the contract. Another request concerns the transfer of customer service telephone work to nonunion contractors.

The NLRB complaints will be heard before an Administrative Law Judge.

Paycheck Problems?

In 1996, UPS spent over $200 million on new technologies to speed up, automate, and better monitor their operations and employees. It is a huge, technologically sophisticated corporation that prides itself in efficiently transporting and tracking millions of packages a day to all corners of the world. So why can't they get our paychecks right?

According to the IBT contract survey a full 19 percent of all UPS Teamsters – and 30 percent of part timers – experience inaccurate paychecks at least once a month. Another 62 percent occasionally experience paycheck inaccuracies. Only 20 percent of UPS Teamsters say the company consistently gets their pay right.

This is a company that expects much of its employees. Constant improvement is expected. Even minor honest mistakes are often the subject of discipline.

Isn't the fact that this company possesses some of the most sophisticated tracking technology in the world, expects near-perfection from its unionized work force, but can't seem to get their workers pay right a sign of disrespect for the rights and well-being for the workers who have built UPS? We know this is a company that can get it right when it thinks it's important. In the upcoming contract, we should demand that UPS get it together and get it right. Much is expected of us, we should be able to expect a little from them.

Pilots' Negotiations.

UPS Airlines pilots have been negotiating with management for a new contract since December 1995. While they would like to get a new contract before the Teamsters contract expires that seems unlikely due to the slow pace of negotiations. The pilots are seeking improvements in health care, pensions and wages.

Bob Miller, president of the Independent Pilots Association, is confident that if the talks persist for the next several months, their cause will not be drowned out by the Teamsters. "We are certain that management will pay attention to us," he said, and if the Teamsters call a strike, "the pilots will honor their picket line and hope the drivers would reciprocate."

Detroit Area Part Timers Organize for Contract

Dave Staiger
UPS Part Timer
Local 243, Detroit

Think part-timers don't care? Think again. Part timers in Metro Detroit are getting involved in the UPS contract campaign. Dozens of part timers at the Madison Heights building (near Detroit) alone have been wearing T-shirts with the slogan "Part-timers and Full-timers Unified for a Strong Contract" every Friday as part of the National Contract Solidarity Day.

A dozen part timers have also volunteered to be contract campaign coordinators throughout the building. These coordinators help to get contract information out to the rest of the part timers in the building (about 120 on the pre-load shift).

We have also been putting out our own newsletter called "Contract Connections." Contact TDU for a sample copy. In addition we have distributed flyers about union meetings and other events throughout Metro Detroit. This has greatly increased part-timer participation in union meetings.

Our group, Part Timers for a Better Contract, formed last summer with the help of TDU. We have been meeting about once a month after work. Our efforts have not only increased awareness and activism around the upcoming contract but also around our current agreement. Part timers are much more aware of their rights at UPS and more willing to stand up for them.

Like part timers around the country, we in Metro Detroit want to see a sizable pay increase, more full-time jobs, and many other changes. We also no longer want to be seen and treated like UPS's second class citizens.

Unions from 11 Countries Meet, Join in Solidarity

As UPS expands globally, so must our union link-ups and strategies. On Feb. 11-12 union leaders and stewards from 11 countries in Europe, North America and South America met in London to establish ties and exchange information.

The meeting showed that UPS workers face very similar problems all over the world: a management with a "military" style, often out to break unions. And unions are starting to react. Currently UPS workers in Italy are staging intermittent strikes to gain union rights; workers in Spain have used their trucks to block highways in and out of Madrid, the nation's capital.

The unions agreed to meet again, as the UPS World Trade Union Council. The next meeting will be in Washington, D.C. They adopted the following resolution.

Resolution

Trade unions from 11 countries representing more than 200,000 employees of UPS in North America, Latin America and Europe met in London Feb. 11-12 and have agreed:

1. To constitute a permanent body representing trade unions within UPS on a global basis to be known as the ITF UPS World Trade Union Council; and to seek recognition by UPS of the Council as a consultive body and the joint development with management of a Global Code of Corporate Conduct and Social Responsibility.

2. To establish an international network of trade union officials and shop stewards within UPS to exchange information and bargaining strategies on a continuous basis, using the World Wide Web, e-mail, regular information bulletins and union exchanges between UPS sites in different countries.

3. To organize an International Day of Trade Union Action within UPS in 1997 in support of an international dialogue with UPS management on the following priority issues:

a. The implications of the huge losses currently being experienced by the company as a result of its global expansion strategy.

b. The perception in some countries that UPS is not interested in recognizing or establishing an effective dialogue with trade unions representing its workers.

c. The need to prioritize full-time employment for UPS workers and to oppose the subcontracting or outsourcing of work normally done by UPS employees.

d. To establish international standards for the protection of UPS employees' safety and health including the handling of heavy packages, productivity schemes which affect driving speeds, the handling of hazardous materials, the use of split shifts, and the introduction of new technologies such as DIADs and ring scanners.

e. To establish international standards for the human rights of UPS employees at the workplace guaranteeing freedom from intrusive surveillance or searches at work, and company interference in employees' private lives.

The Council declares its full support for the International Brotherhood of Teamsters in its current negotiations with the company. It also urges the company to respond positively to regional initiatives to establish information and consultation bodies such as those envisaged in the European Works Council Directive.

Teamsters for a Democratic Union:

Building a Strong Union With Rank and File Power

The following draft program was submitted for discussion to TDU's National Planning Meeting on Feb. 22-23. The meeting was called by the TDU International Steering Committee to evaluate how Teamsters can move our union forward, following the defeat of the old guard in the IBT election.

We welcome comments and suggestions from any concerned Teamster member on the question of how TDU can best advance Teamster reform and Teamster power. We will continue to discuss our program as we move forward.

TDU's Historic Role

TDU was started two decades ago by Teamster members fed up with corruption and weakness in our union. We've worked to reform local unions, to educate members, and to win democratic rights. TDU played the critical role in winning the Right to Vote and in working to elect the Ron Carey Slate.

We've made tremendous progress in improving our union. Now it's time to use our rank and file power to build a stronger Teamsters union.

TDU supports the International's Teamster Action Plan which outlines seven steps to build a stronger union. We are committing to put this plan into action, working through the International, through local unions, and with rank and file Teamsters.

Rank and File Power

Rank and file power is the only way to build a strong Teamsters union. Good union officers can help, but they are no substitute for members who know their rights, know how to organize, and are prepared to take action.

Some union officers feel threatened by rank and file power. They think the union exists to provide them with jobs and perks. Or they may want to have a strong union, but think they can do without an organized rank and file. But today's Teamsters union belongs to the members.

The best Teamster leaders support rank and file power. They know it's the only way we'll be able to take on the corporations and build a strong labor movement.

TDU's Plan for the Future

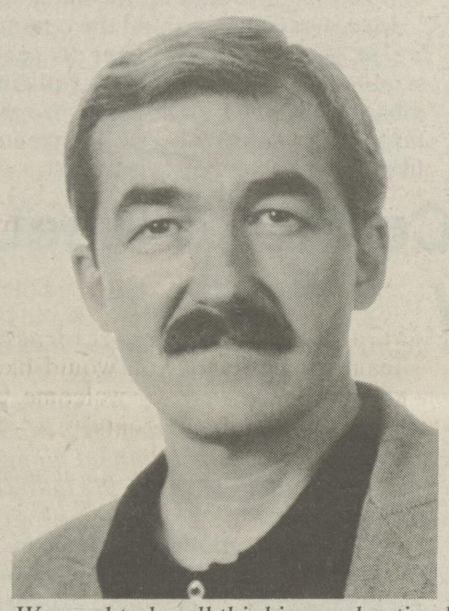
A Strategy to Put Members First. Our aim is to build model local unions with an informed, active membership and a leadership committed to the Teamster Action Plan. Local unions should take the lead in innovative programs and expect support from the International; local-to-local and member-to-member networks can build union strength. Where local officials oppose this program, we need to organize through TDU chapters to bring about change. Our goal is an energetic, expanded, diverse Teamster leadership and we are committed to bringing it about.

A Strategy for Winning Better Contracts. The key to winning better contracts is to involve members as a united, active force. We stand for rank and file members on all bargaining committees; strategic planning in advance that involves our members, community groups and the International; coordinated bargaining corporate- and industry-wide to build union power; elected shop stewards and stewards councils across local union lines; and informed votes by members on all contracts.

A Strategy for Winning Grievances. Grievance reform begins with membership involvement. We stand for making union leaders accountable for their representation, especially those on grievance panels; union caucuses and educational programs for BAs and stewards to strengthen the grievance process; timely reporting on the status and resolution of grievances to stewards and members; development of new strategies to encourage rank and file unity and action on the job to get better results.

A Strategy for Organizing the Unorganized. The core of our organizing program should be an army of rank and file organizers, a "strike force" that is put into practice by forming active Volunteer Organizing Committees (VOCs) in every local union. We stand for cooperation with the International's strategic organizing approach; a greater share of union resources targeted for organizing; and training members as organizers. VOCs should be kept active by deploying them in contract campaigns, grassroots political action, and community development.

A Strategy for Building a Vital New Labor Movement. Membership involvement is the key to political strength and outreach to the community. We stand for solidarity with all of labor, including new tactics of support to make local labor struggles community and national causes; support for union struggles in Mexico and other nations; membership involvement in labor alliances, political action, and in unity with community, religious, and civil rights organizations.



A New Kind of Unionism

"Many of you here are local officers, and are probably running local unions in the service model of unionism. Your goal, I think, is to get to the organizing model. That's where we have to go.

"We have to convince officers to try something new, something that works, because it's our only hope. The labor movement in this country has to organize 300,000 members a year just to break even, to avoid going backward. Regardless of how many organizers the IBT puts in the field, we cannot do that with just staff organizers. It's going to take all of us. We need to be all thinking and acting like organizers."

— Tom Leedham, newly elected International vice president for the Western Region, on the need to change how our union operates.

IBT Issues 'Action Plan'

The International union has issued the "Teamsters Action Plan for a Strong Union" as a program for the next five year period. The plan was mailed to all local unions in late February and appears in the recent edition of the *Teamster Leader.*

Ron Carey's cover letter with the plan states that the International will concentrate its efforts on working with those members and local unions who are committed to the action plan.

The Action Plan covers a number of union programs grouped under seven headings, which are:

- One union, one game plan
- Smart strategies for taking on employers
- Organizing to build Teamster power
- Independent political action for Working families
- Pension and H&W funds that serve the members
- A grievance procedure that works
- A union that belongs to the members.

The Action Plan has a lot of good ideas, but most importantly, it is based on the principle that building a strong union depends on involving active members and developing new leaders. For example, the plan for organizing is about training rank and file Teamsters as volunteer organizers.

The Action Plan also deals with the issue of unity in our union. Instead of unity by way of "deals" to satisfy old guard officials, it calls for unity based on a plan to move our union forward. Everyone who wants to work on the plan is welcome on board, regardless of politics.

Depends on Locals, Members

The Action Plan will remain nothing but a good idea unless we act to give it life. We urge that Teamster members:

- Get copies to read and discuss it with fellow Teamsters; offer ideas to implement it, and to strengthen it.
- Put your local union on record in support of the plan; locals can invite International officers or representatives to come and talk about it.
- Get involved in programs to advance the plan and to build our union.

What, Me Join TDU?

Mike Turnure
Local 320, University of Minnesota
Minneapolis

As you can see from reading through these pages of *Convoy Dispatch*, there is a lot of work still to be done to further build Teamster power. At our Detroit meeting we on the steering committee, along with various TDU leaders, began to lay out some plans for the future of our union. But guess what? It's going to take your involvement to make it all happen.

Many of you get *Convoy* each month from a brother or sister who is in TDU, and you like what you read. As you read over this issue we hope you agree with many of the goals outlined by the TDU leadership. None of these ambitious plans mean a thing though without an active, mobilized rank and file.

We're the juice of the whole operation. The rank and file. We're the ones out in the field and in the trenches fighting for reform. We're the ones the IBT counts on when they need a program carried out. We're the ones who are going to carry all these plans forward and put them into action.

Our job is to keep this rank and file movement going. That's why we invite every active brother and sister to join TDU and be a part of the movement that is building the Teamsters union.

For those of you who are already members and distribute *Convoy* we ask you to take a look around you and identify the 10 or 15 people you come into contact with on a regular basis. If you have not asked them to join TDU lately this is an excellent time to do it.

If you believe in what our union and our rank and file movement are trying to do, please join us.

Mike Turnure, addressing the TDU Planning Meeting on the need to build our movement.

Building Leadership Networks

Many members of TDU have become elected officers in our locals or taken staff positions within our union. Some sit on the General Executive Board. That growth is a testament to the strength and vitality of our reform movement.

We've been proud builders of our movement for many years now. At the national TDU planning meeting officers met to discuss how we can work together more effectively to keep Teamster reform moving ahead.

The key to turning some great ideas into real plans is the same as it always has been, long before we took elected office – communication, organization, and action. The reform officers gathered at the TDU national planning meeting identified some key areas to work together to build the union and the reform movement.

We need to start linking up with one another on a regular basis – at grievance panels, bargaining meetings, educational conferences – wherever we have a chance to come together we should meet and hold educationals, discuss upcoming plans, and share ideas and information on how we are getting more members involved in our union. TDU can serve as the clearinghouse and link-up network for coordinating and planning these meetings. An internet link-up is being explored.

Our local unions should begin hosting speakers from other local unions, vice presidents, International reps and TDU leaders who can come in and speak about ongoing projects at the IBT or other important issues affecting our union.

Reform locals need to network to deal with common employers and common industries so that we can coordinate our strategies and be more effective at the bargaining table. These networks should include stewards and rank and file activists.

Ken Hilbish, president of Atlanta Local 528, points out that, "Here in Atlanta, one of our largest contracts is with Kroger Foods. Our local would like to begin a program of ongoing communication between locals across the union who are part of the Kroger master agreement. We need an ongoing dialog so that we can plan for 1999 negotiations, build communication among our stewards and shop floor activists, and unite ourselves internally."

Finally, as most elected officers know from their own experiences, those first few months after taking office can be the most treacherous time. TDU has and can help newly elected officers. There are a lot us out there with some experience under our belts and it is vital that we start reaching out to assist new officers administratively, organizationally, and politically.

These ideas by no means represent the sum total of what we can do. But we decided it was a good starting point and invite reform officers who could not attend to join the network and be a part of the discussion. Old guard officers have been working together for decades to meet their self-serving interests. It's time for reform officers to start linking up to meet the needs of the members.

Save the Date!

TDU Rank & File Convention

Nov. 21 - 23, 1997

Cleveland Sheraton

Reaching Out to Spanish-Speaking Teamsters

At the national TDU planning meeting, activists from across the country met and committed themselves to doing more outreach to Latino/a Teamsters in our union. Target areas to reach new members include Northern and Southern California, Chicago, metro New York, Miami, and Texas.

Two projects to be launched in the coming months involve distributing a Spanish-language TDU bulletin with news and information on members' rights and how to use them, and organizing workshops in Spanish on members' rights on the job and in the union.

These activities are already underway in New York and New Jersey where the local TDU chapter has launched a bilingual regional paper, the *Working Teamster*, and formed a task force of activists who want to focus on outreach to Latino/a Teamsters working largely under white paper contracts.

The first issue of TDU's national Spanish-language bulletin will be ready later this spring and will include news affecting Latino/a Teamsters, "know your rights" information, and an introduction to TDU.

Successful outreach would be a great boost to TDU and to our union. To get started, you don't need to speak Spanish. You just need to take the following steps.

- Identify worksites in your area where you can distribute information in Spanish from TDU and from the International like *La Voz (The Voice*, the IBT's Spanish-language magazine).
- Get help by talking to other TDU members and pro-Carey activists in your area who might be interested in doing outreach to Spanish-speaking Teamsters.
- Contact the TDU office and let them know you want to be involved and you want to receive copies of the TDU Spanish-language bulletin when it comes out. Share your ideas about what kinds of information and articles would be most useful.

The 100,000 Latino/a Teamsters in our union are a growing force and are an important part of the reform movement. In the recent Teamster election, locals with large numbers of Spanish-speaking members such as the cannery locals in Northern California voted overwhelmingly for Ron Carey. In the Western region that vote kept Hoffa's slate members out of office.

But in many cases, Latino/a members are our union's "forgotten Teamsters," working under white paper contracts for low wages and minimal benefits. Some local unions do not even provide any representation or information in Spanish.

These members need TDU and we need them. If you are interested in getting involved in this outreach project contact the TDU office. We welcome your comments and suggestions.

Building a Rank and File Army of Organizers

Michael Laslett
Local 174 Organizer
Seattle

Building a stronger Teamsters union requires a strong commitment to organizing the unorganized. With only 10 percent of the private sector workforce unionized, our work is cut out for us. But if we don't begin to reprioritize our resources and get more members involved in our union it becomes that much harder to build Teamster power.

Participants at the TDU national planning meeting in Detroit discussed plans to help build an army of 10,000 volunteer organizers, a "strike force" for the future of our union. IBT organizing director Bob Muehlenkamp explained the International's member to member strategic approach to organizing; the consensus of the meeting was that TDU should get behind it and make it thrive in our local unions.

But the reality is this is not an easy proposition. We need to get a union that currently spends only 3 percent of its resources on organizing up to 15 percent by the year 2000. The goal is to have 150 locals committed to this idea in the near term.

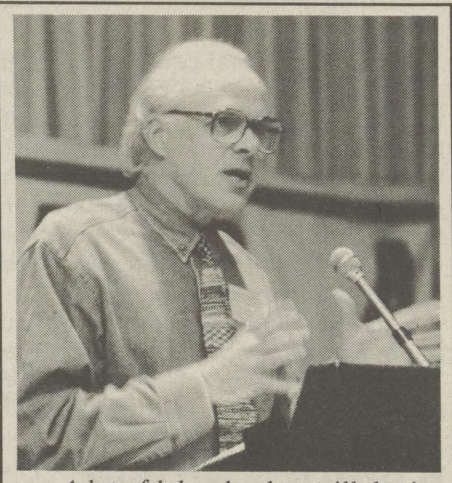
Some locals are getting on board with this program, and there TDU members need to get plugged in and help build active committees. Let's set an example of commited activism. And if TDU members are on the frontlines of organizing in our union, more Teamsters will join TDU.

In locals where leaders are not getting members involved in organizing, we can lead the fight for making organizing a priority. At the TDU National Planning Meeting, participants suggested some good ideas to move locals to start active Volunteer Organizing Committees, including:

- TDU chapters and members can petition to show the support among the members for organizing.
- Meet with local union officers to discuss starting an active VOC program.
- TDU Chapters can sponsor organizing seminars to train Teamster members in how to organize.
- Pass a resolution at a union meeting to put more resources into organizing.
- Propose a local organizing fund, if necessary with a special assessment earmarked for organizing.

The bottom line is that the push for more organizing in our union can become a rank and file issue in our union just as we have made grievance reform, pension reform, bylaws reform, and multiple salaries front burner issues over the years.

If you have ideas about how to put our organizing plans into action and help build Teamster reform and Teamster power or you would like to get more involved we welcome your suggestions and comments.



A lot of labor leaders still don't get it. Rebuilding the labor movement isn't just about a better public image or more money into organizing. It's about giving people a stake in the union by giving them power.

A friend of mine is in a reform group in the Transport Workers Union. His members say "democracy is power." People who feel power are people who will act, people who will take risks. Good leaders help people win this power in the union and on the job. Good leaders plus an organized rank and file can become a powerhouse that today's employers don't expect.

—Kim Moody, Director of the Labor Education and Research Project, addressing the TDU Planning Meeting Feb. 22

N.Y. Trusteeships Hit Corruption

President Ron Carey placed two more New York state locals into trusteeship this month in the continuing effort to root out corruption. Both actions were based upon reports by the Independent Review Board (IRB).

In Bronx Local 240, the IRB report alleges that local officers allowed former president Warren Selvaggi free access to the local hall and use of the local's long-distance calling card despite the fact that he had permanently resigned from IBT membership and agreed to sever all ties to the union after being charged with associating with organized crime members and accepting an illegal payment from an employer.

The report also alleges that Local 240 officers held nominations meetings in 1993 and 1995 at which a quorum of 15 members was not present. Also, at least two of the officers elected in 1996 were not eligible to run for office as they were not employed by a company with an agreement with the local.

The report also stated that the local used improper procedures for issuing checks, and failed to hold membership meetings. The local held no meetings in all of 1995.

The Local 240 officers are suspended from office for the duration of the trusteeship. Joseph Padellaro, International trustee and head of North Andover, Mass., Local 686, was named temporary trustee on Feb. 4. The local has approximately 285 members.

Rochester, N.Y., Local 398

Rochester, N.Y., Local 398 represents about 500 members, mostly in construction. Carey placed the local into trusteeship on Feb. 21 after the IRB uncovered that the local worked hand-in-hand with the city's organized crime family at least since 1967.

Some organized crime members and their relatives and associates were given positions in the local. Local officers arranged Teamster membership and a job for Joseph LoDolce upon his release from prison. LoDolce was sentenced to seven years on racketeering charges that included gambling, extortion and using illegal means to collect gambling debts. A former officer barred from the union for life because of extensive dealings with organized crime members was treated as a member in good standing by the local's officers.

While local officers went out of their way to assist organized crime members, they allowed the local to sink into debt. In each year since 1990 the local has reported a growing deficit. Despite a special dues assessment and a loan from the International, the local's deficit reached nearly $133,000 by the end of 1995.

Howard Bennett was assigned as temporary trustee. The local's officers have been suspended and the former secretary-treasurer faces internal charges recommended by the IRB. Other charges could follow.

Will New GEB Take Multiple Salaries?

Mike Schaffer
Local 377 Secretary-Treasurer
Youngstown, Ohio

Will the 13 newcomers to the General Executive Board take multiple salaries? I have an opinion on this issue, a strong opinion after reviewing all the campaign literature I have saved. Now is the time for the winners to write the history. We have double dippin' hogs on both sides, newcomers and incumbents. The LM2 reports will be available soon and I look forward to the issue of *Convoy* that lists the members of the $100,000 Club.

Five newcomers to the GEB ran on the Hoffa Slate. I have two pieces of campaign literature that speak on the issue of IBT salaries and perks. The Hoffa Slate promise for your vote is, "... will cut General President's salary to $150,000 per year and the VPs and Trustees to $50,000 per year. Also, will eliminate special perks enjoyed by current officers like condos and housing expenses."

The Hoffa Slate promise to Teamsters on another piece of campaign literature is to "cut and cap" IBT salaries, not spending without controls. Now it's time to walk the talk. The members are watching.

Final IBT Vote Count Completed; Inauguration Set

On Feb. 27, the Election Officer counted the last of the challenged ballots and announced final results in the election for International officers. There were no surprises as the final few thousand votes were counted, after hundreds of employers were contacted regarding problems with dues deductions.

Ron Carey's final count was 236,901 (52 percent) to 220,985 (48 percent) for James Hoffa Jr. The Carey slate took 22 positions, and the Hoffa slate won the five in the Central Region. The closest election was in the Western Region, where the three Carey Slate vice presidential candidates swept the race by a narrow margin.

The final count cleared the way for the inauguration of officers on March 22*. Because some of the races were within three percent (although not the Carey-Hoffa race) the losing candidates on the Hoffa slate had the right under the rules to demand a recount, and they did so. That will take place on March 24. Hoffa Junior also filed a post election protest, which rehashed many of his earlier complaints.

Inauguration Events

The installation of officers will take place on March 22, 2 p.m. to 2:45 p.m., on the steps of the Teamster Headquarters in Washington, D.C. From 2:45 p.m. to 4 p.m. there will be an IBT Open House, followed by an IBT Inaugural Reception from 6:30 p.m. to 8:30 p.m. at Union Station, East Hall, three blocks from the IBT.

For information on transportation and accomodations in Washington, D.C., call the Teamster travel office at 1-800-624-6997.

As in 1992, all Teamster members are invited to the inauguration, open house and reception.

**The Election Officer (EO) has submitted an application requesting the Court's permission to install Officers prior to certification of the election. The inauguration date is contingent upon the Court's approval of the EO's Application.*

Kilmury Movie Wins Award

"Diana Kilmury: Teamster," the TV-movie based on the life of TDU co-chair and International Vice President Diana Kilmury, won a Gemini Award for best performance by an actress in a leading dramatic program. The award went to Barbara Williams, who played Kilmury in the movie. The Geminis are the Canadian equivalent to the U.S. Emmy Awards.

The movie was nominated in seven categories, including best television movie and best writing and direction in a dramatic program.

The movie premiered on Canadian television and recently aired on TNT in the United States.

Limited copies of the film are available from the TDU office at $20 per copy. Call (313) 842-2600.

Teamsters Reverse Membership Decline

The Teamsters union once again reversed the trend of declining membership in 1996. While U.S. membership in unions declined overall, the IBT showed a modest gain from 1,436,943 in 1995 to 1,437,387 in 1996.

Before the Ron Carey Slate took office in 1992, our union lost an everage of 40,000 members each year since 1979. By 1995 this trend was reversed as membership rose slightly.

Using the Truck Safety Act

continued from page 3

CMV that would cause the operator to believe that the operation would place the public, or himself, in serious danger of accident or serious injury.

Who Is Protected?

The courts have determined that certain elements must exist to be protected by Section 405:

First, you must be a driver or mechanic responsible for the maintenance and inspection of a CMV over 10,000 pounds. The weight is determined by the gross vehicle weight allowable as seen on the manufacturer's certification of the vehicle. Dock workers, who are responsible for the safe loading of CMVs have never tried to gain protection under the STAA.

You must report the condition of your vehicle to your employer, the DOT or state or local police. If you violate safety regulations by going ahead and operating the vehicle, you take the risk and will not be protected by the law. The law is most important when and if you make a decision to refuse to operate the vehicle.

If your employer does not correct the decision, or corrects it but disciplines you, then you come under the protection of the STAA.

Remember, telling your shop steward, co-workers or even a mechanic about a safety problem is not sufficient. You must tell your employer, the DOT or police the nature of the violation in order to be protected. Failure to clearly communicate the violation will leave you unprotected.

What Is a Violation of Federal Regulations or Safety Standards?

You should have a copy of the DOT regulations, available from your employer. This will cover the majority of safety regulations. The violation of health conditions is complicated and should not be used unless you know the exact law.

The most commonly violated regulation is hours of service (Section 385.3 of the DOT regulations). This regulation is strictly enforced under the STAA, and courts have gone so far as to protect drivers who refuse to start a dispatch that will violate hours of service. The refusal to speed to complete a dispatch is also covered and strictly enforced.

Another common situation protected by the STAA is the operation of a CMV while ill, fatigued or otherwise impaired. Your employer cannot demand that you operate a CMV under these conditions. You must have a valid reason for the condition, and present it to your employer.

The failure to have proper placards, the lack of safety inspections and the indication of prior uncorrected safety violations on "cry cards" all qualify as violations of the regulations.

Failure to have required safety equipment, including lights, is protected. But the DOT has determined that stop lights have reflective qualities, thus substituting for required reflectors, and that burned out clearance lights are not safety violations.

State laws regarding overweight vehicles, speeding, over-length or over-height vehicles are covered under the regulations. This would also include local ordinances which involve routing or special height and width requirements.

Always remember that you must communicate the safety violation to your employer. You do not have to cite the exact regulation, just that the condition involves a safety issue.

This article is the first in a three-part series on the STAA. It is intended as a summary of the law and how it has been applied. For more specific information, consult TDU or an attorney.

Next month: What is reasonable apprehension of serious danger of injury to the public or yourself.

LOCAL UNION NEWS

Local 743 Members Win New Contract Vote

Richard Berg
Local 743, Univ. of Chicago Hospital
Chicago

"I supported you guys last time. I got votes for you and I am telling you, something is very wrong with this ratification vote, something smells." That's what Carlton Stinson told Chester Glanton and the executive board of Local 743 at our union meeting as dozens of Teamsters from the University of Chicago Hospitals lined up to question the integrity of our contract vote.

As a result we will get a new vote on the proposed agreement with a walk-in vote and hopefully with proper safeguards to prevent fraud. Originally, the contract passed by a 397-268 margin, puzzling workers who had collected over 400 signatures on an "I Voted No" petition. At an earlier union meeting to discuss the agreement not one person rose to state their support for the contract.

The mail ballot vote was conducted in a bogus manner. Ballot return envelopes carried no labels with unit members' names and therefore no checking off against a control roster was done. At the vote count, observers saw an inordinate number of ballots postmarked the second-to-last day before the deadline, as if a group of ballots were mailed simultaneously at the last minute.

One observer stated "I was given a stack of 93 ballots to count. Ninety of the 93 ballots were yes votes. So I checked the envelopes. They were all postmarked Feb. 19, the second-to-last day ballots could be postmarked."

Glanton and the executive board dismissed these allegations of wrongdoing but nevertheless ordered a new vote be taken because of allegations of ballot collecting at the worksite. The more popular belief is that Glanton and the executive board felt the pressure from the rank and file.

Regardless, the members will now get a fair vote and it would never have happened without the courage and determination of the rank and filers who demanded accountability and won. As Michele Schira put it, "Tonight we did not just sit and listen to their lies, we stood up for ourselves. Tonight we made a difference because we were the power."

Whether the contract goes up or down, the members have already won.

TEAMSTER REFORM GROWS. Dave Minke (left) of Local 320 gives his TDU application to TDU National Organizer Ken Paff, as Bob McNattin (right) of Local 544 hands his to Minnesota TDU Chairman Erik Jensen. If you are not a member yet, use the application form on the front page.

More Teamsters Join TDU at Twin Cities Chapter Meeting

Randy Furst
Local 1145, Spouse
Minneapolis

Some 45 people jammed the March membership meeting of Teamsters for a Democratic Union in Minnesota, and they must have liked what they heard.

Seven Teamsters joined TDU and $329 was raised in a collection at the close of the meeting to keep the chapter moving ahead.

TDU organizer Ken Paff from Detroit was the featured speaker.

Bob McNattin, a driver at Murphy Warehouse in Minneapolis and a member of Local 544 for 20 years, was one of the new recruits. He said he joined "to help us move toward a more democratic union." He said he wants to take control "out of the hands of those who are in it for their own self interest, who had their hands in the pot for years and put it in the hands of the workers."

It was the first TDU meeting he had ever attended. Last fall, McNattin attended a support rally for Ron Carey at the Machinists Hall in St. Paul, organized by the Minnesota Ron Carey Committee. At the rally, he contributed to the Carey campaign, and later volunteered at the Carey phone bank, organized in the last six weeks of the campaign.

Also joining TDU at the March 2 meeting was David Minke, a member of Local 320 and a janitor at the University of Minnesota. "I've been active in the union for a long time and I want to change things in the Teamsters," said Minke.

Paff congratulated Minnesota TDU members for the critical job they did in carrying the vote for Carey by a wide margin in Joint Council 32, one of only six joint councils in the Central Region that went for Carey. The vote totals were 9,418 for Carey and 6,428 for Hoffa, a Carey margin of 59 percent.

It was TDUers who organized the grassroots campaign in Minnesota, flooding the barns and factories and offices with Carey leaflets. They also were key to a rank and file phone bank that called nightly into Twin Cities locals. More than 70 people participated in the phone bank.

The March meeting was an enthusiastic one, highlighted by Paff's talk about advancing the reform program, which includes helping the IBT with an aggressive grassroots campaign to win improvements in the UPS contract, and rank and file participation in large International-wide union organizing efforts.

The chapter is set to get active in the UPS contract campaign as well as local efforts in the months to come.

Reform Efforts 'Take Off' in Airline Division

For years the IBT Airline Division has seen its share of old guard union leaders, a sharp decline in union membership, and poor representation.

A group of TDU reformers from Local 2000, the largest local in the Airline Division and the only national Teamster local, are forcing reform upon the division through a grassroots effort to organize their members face to face, both on and off the job. Local 2000 represents the flight attendants at Northwest Airlines, Sun Country Airlines and Great Lakes Aviation.

Since early 1995, members of Local 2000 have become increasingly disappointed with the manner in which the local has been operating. Many members have complained of company/union collusion, back room deals, lack of democracy and retaliation from the elected leaders of the local. In the past few years, members have filed numerous charges against the Executive Board for allegations such as election fraud, retaliation, misrepresentation, unfair labor practices and conduct that interferes with the union's legal and contractual obligations. These charges have prompted General President Ron Carey to appoint International representative Bob Knox to investigate the complaints.

On the brighter side, rank and file TDU activists have had many accomplishments. These have included a sweeping victory in the 1996 delegate elections, the election of reform-minded business agents (who are called base reps in the local) and overwhelming support for Carey in the recent general election. Even though Local 2000 Vice President Dotty Malinsky was elected as International vice president on the Hoffa Slate, the members of Local 2000 overwhelmingly rejected her on their ballots.

The members of Local 2000 have aggressively stood up for reform of their union, and the TDU members of the local continue to encourage their fellow flight attendants to join Teamsters for a Democratic Union. With the direction that Local 2000 is now headed, there are only clear skies ahead for the Airline Division.

New York Local 875

New Contract, New Era at Seamans

Many Teamsters who buy their furniture at Seamans have no idea that the company's sales associates and warehouse employees are Teamsters.

For years, Seamans workers hardly knew it themselves. Their local was a tightly controlled racket that kept members in the dark. Membership meetings were held just once a year, and union elections were held on Thanksgiving day. All this to keep members from "meddling" in the local's affairs.

When $9.3 million in members' pension funds were blown in a shady investment deal, General President Carey stepped in and put the local into trusteeship.

The local has begun to turn around. The union is taking legal action to try to recover the lost pension funds, and Local 875 members are getting involved in their union for the first time.

On Feb. 15, 350 members at Seamans, the local's largest bargaining unit, voted to approve a three-year contract. They won a record first-year wage increase, health plan improvements, and language that protects members from retaliatory transfers.

Most importantly, members' involvement in the negotiations has begun to restore the rank and file's confidence in their union.

"A lot more took place than just negotiating a contract," said steward Bernie Mills. "Seamans tried to break our union. They don't want to have to deal with a real union. We not only turned them back, we made ourselves stronger than we've ever been and we're building towards the future."

Running for Local Union Office

Preparing to Run for Office

We re-elected the Carey Slate; now we have to bring more reform leadership to the local union level. TDU can help you plan your campaign, and offer technical advise. Below is the first of a two-part series on running for local office.

U.S. labor law requires private-sector local unions to conduct elections every three years for all executive board positions. In the Teamsters union there are seven positions: president, secretary-treasurer, vice president, recording secretary, and three trustees. Some locals also elect business agents.

Under the IBT Constitution, locals may hold nominations meetings in September, October or November, upon 15 days notice to the entire membership. Your local bylaws may restrict this further. The election may be held no sooner than 30 days after the nominations meeting. In a mail-in election, the ballots may (and likely will) be mailed out much sooner than this, but cannot be picked up and counted prior to 30 days after nominations.

Who's Eligible to Run?

Members of a local who are actively employed in the craft, or temporarily unemployed, and who have paid their dues in a timely manner during the consecutive 24 months prior to the month of nominations, are eligible to run for office. "Timely manner" means dues were paid on or before the last business day of the month. For example, if a member paid May's dues on June 1, he or she would be ineligible.

Danny Campbell
Local 2000, Northwest Airlines
Elected Base Representative
Detroit

We need to develop and encourage more new leaders in the Teamsters. It starts with the rank and file getting involved. For 20 years, TDU has cultivated the most dedicated and committed activists.

Members on dues checkoff cannot be held responsible for the late payment of dues caused, for example, by a delinquent employer or a clerical oversight.

Some local bylaws provide that eligible candidates also must have attended a minimum of 50 percent of the membership meetings during the 24 months prior to nominations. The U.S. Supreme Court has ruled that a meeting attendance requirement may not be enforced if it would disqualify a disproportionately high percentage of the local's members from eligibility. Thus this rule can rarely be enforced.

Members have the right to request that the local secretary-treasurer review their eligibility prior to the nominations meeting. Such requests should be made in writing and sent certified mail, return receipt requested. The secretary-treasurer must respond in writing within five days.

There are many specific eligibility questions related to being employed in the craft and other issues. For answers, call the TDU office.

Assembling a Slate

The jobs of putting together a slate, raising money, and conducting a good campaign are formidable ones, but necessary. They will require nearly all of your spare time for months.

A good slate should be representative of the local's membership. In politics it's not enough to have qualified candidates. They should be recognized as leaders at their own worksites, and be committed to reaching out to workers elsewhere in the local. And of course they should be committed to the best principles of unionism.

Interview prospective slate members on their views and platform ideas; their goals for changes that are needed in the local; their willingness to take time off, contribute funds, and campaign.

What's the political history in your local? Have multiple slates run in the past? What worksites have traditionally had a major impact on the election? Is there a slate selection process that could be used to get input from supporters?

The best campaigns deal with these issues prior to formally announcing the final slate. It alleviates problems and builds a strong team, united and ready to work together.

In most cases, it's advantageous to run a full slate, if possible; however, other considerations sometimes arise, such as the inability to find suitable candidates for some positions, or the decision not to run against a popular incumbent.

Successful slates hold regular meetings to plan the campaign and evaluate how things are going along the way.

An important early consideration concerns how the election will be conducted, by mail or walk-in balloting. It's the executive board's decision in most locals' bylaws, unless yours has adopted the mail-ballot language of the IBT's Model Bylaws. The IBT General President also can direct that mail balloting be used, and Ron Carey has done so in many cases.

The IBT and TDU favor mail-ballot elections because they increase membership participation and are easier to monitor. So if the executive board supports a walk-in, you may want to pursue this issue. Contact TDU for advice.

How About Fundraising?

Building a warchest is an absolute necessity in most local elections. Depending on the size of the local, thousands of dollars are needed to run a successful campaign.

Start early and try various means of raising funds. Donations from slate members and key supporters are a good start. Fish frys, barbecues, carwashes, T-shirts, raffles (if legal in your state) – decide what's best, make a plan, and do it.

Throughout the campaign, whether at fundraisers, worksite visits, or rallies, have a sign-up sheet at all events to get names, addresses, phone numbers and companies of members. Always be thinking about broadening your network and building a database or list that can be used for a final get-out-the-vote (GOTV) campaign.

It is illegal under federal labor law to accept anything of value from an employer. Your campaign should designate a treasurer – preferably not a candidate – to keep a record of all donations and who made them.

An "employer" is strictly defined as any non-Teamster who employs another person. Even your brother-in-law who runs a bar and grill and your buddy who runs a copy service are considered employers. "Anything of value" is defined as money or anything else of value, such as free food and drinks from your brother-in-law, free photocopying from your buddy, etc.

This rule also applies to local union funds, supplies, newsletters and services.

The Worksite List and Campaigning

You have put together a good slate, verified the members' eligibility, and have been holding regular slate and campaign committee meetings. You announced your slate and platform. You are asking supporters for donations and planning a big fundraising event.

Your campaign is off and running, but you want to keep building momentum through the election. How? By developing a strategy to target worksites, expand your network, and campaign on the issues through leafletting, mailings, meetings, and one-on-one visits with members at worksites.

Ideally you will have active members campaigning for you among their coworkers in the shops.

One key to your strategy is an understanding of where the members' worksites are located, especially in large, general locals. To learn all the worksites, you may want to exercise a right we have won. You can request, in writing, to review at the union hall all the contracts your local has. The employer's address is usually on the first page. The International union under the new leadership has backed this right.

Lucio Reyes
Local 601 Secretary-Treasurer
Stockton, Calif.

Local elections are one part of the process necessary to reform our union. TDU has been instrumental in educating many members, candidates and local officers.

Once you know where the members work, you can better map out your campaign, targeting large and politically active worksites for special attention.

Finally, a few words about mailings, which are often an important part of a campaign. Any candidate (or slate) may request that the local mail campaign literature to the membership at the candidate's expense. A targeted mailing(s) may be requested to certain groups of members (e.g., all freight members, stewards, or all distant members outside certain zip codes). Mailings may be done even long before nominations.

All candidates have the right to view – but not copy – the membership list once within 30 days of the election.

Pre-Election Protests

A word, in closing, about pre-election protests. They are important. They can set up a good post-election protest that will overturn an unfair election. All pre-election protests must be filed within 48 hours of knowledge of the event protested, and addressed to the local union secretary-treasurer.

However, protests do not win elections, hard campaigning does. Designate a capable member of your campaign to handle the writing and filing of pre-election protests.

There's much to do. The best campaigns will be well organized and delegate responsibilities.

This article has looked at some key aspects of running for office, but an entire manual could be written on the subject. **To have your specific questions answered, contact the TDU office. TDU has a packet of information available to help you get started (free to TDU members; others please include a donation to cover costs).**

LETTERS FROM OUR MEMBERS

Yellow CEO Speaks with Forked Tongue

Since Maury Myers became CEO of Yellow Corp. he has stressed the need to cut costs and be more efficient. But his actions have proven to be contrary to what he says. Yellow is still awarding management people with excessive salaries and astronomical perks.

The terminal manager in Tupelo, Miss., has one account to call on. Yellow furnished him with a new car every two years. He used the car for transportation back and forth to work, lunch, his kids' soccer games and his wife's hair appointments, not to mention week-long trips to Florida on the company tab. The trips to Florida were validated by taking along a forklift driver from his one sales account.

The company has decided to reduce costs among terminal managers and take their cars away. But in return Yellow is giving them $10,000 to make down payments on their own personal car. Yellow thinks the terminal managers feel depressed by losing their cars and that this money will lift their spirits.

Yellow has also authorized the Tupelo TM to install video equipment on a 16-door dock to keep 10 men under surveillance.

We have two operations supervisors, a terminal manager, a salesman, a secretary and video cameras to watch 10 real desperados disguised as truck drivers. I can see the need of this since the TM spends eight to nine hours a day in his newly remodeled office watching video monitors and writing letters and work rules.

Mr. Meyers, is this the way you cut costs and prepare for the future? I say you speak with a forked tongue.

G.W. Williams
Local 667, Yellow Freight
Tupelo, Miss.

'How Far We Have Come'

I am writing to you about how far we have come from the convention of Teamsters in 1976.

I remember Frank Fitzsimmons telling us we were just a bunch of dissidents, that we could go to hell and the Teamsters union was going to be run his way.

I wish old Frank was alive to see how we went to hell and back to see the day when an honest man was elected president of our union by the rank and file, not once but twice. I am so glad I lived to see that day.

I have been retired for over six years now and am getting a very good pension and benefits in my health and welfare after putting forty-plus years in this great union. It was not always great, and I fought my union for 30 of those years for better pensions and democracy.

I now feel we are on the right track with Ron Carey and more and more dedicated good people as our representatives and, most of all, the hard working people in TDU who stuck with it and did it right. We still have a long way to go, and I am proud to say I am still a TDU member.

Richard Charleston
Local 431, retired
Salem, Ore.

No Women on Pension Boards?

I recently received a report from the Western Conference of Teamsters Pension Trust, which contained a listing of all employer and union trustees. I was amazed that of the 28 trustees, not one is a woman.

Given the large number of women union members, and given the different perspectives that women may have on matters like survivors' benefits and early retirement, I believe it is essential that the pension boards reflect the diversity of our union. I would be pleased to start working with any other Teamster women to start demanding changes on these pension boards.

Laura Caballero
Local 890, Bud of California
Salinas, Calif.

A Tribute to a Teamster Leader

Dennis Nagle passed away in February at the age of 44 after being stricken by Lou Gehrig's disease. Teamsters in New England lost a good friend and dedicated leader, but Dennis succeeded in his goal of reforming our union.

Dennis became a Teamster in 1978 when he got a job in the Star Market warehouse. His ability and popularity led to his becoming a steward in 1982. His work on grievances, negotiations and in setting up a Sunshine Fund to defend fired Teamsters kept him busy, but his vision took him further.

Dennis attended TDU conventions to learn and he also befriended many Teamsters across the country. He decided to run for president of Boston Local 25 against the then-General President, William McCarthy. Many thought he would be slaughtered and humiliated by a large loss there, but that was not Dennis Nagle. He lost but conducted himself well. He went on to become chairman of our Eastern Mass./ Rhode Island TDU Chapter.

In 1991 Dennis led a campaign for delegate to the IBT Convention, and four of us were elected from the Right to Vote Slate. Later that year Dennis was elected Business Agent as George Cashman, now an International vice president, was elected president of Local 25.

Ron Carey quickly recognized Dennis' potential and appointed him an International Representative.

Dennis was struck by Lou Gehrig's disease which slowed him down and finally took his life. He is survived by his wife Barbara and four children: Derek, Joseph, Lisa, and Destiny. Dennis' family always were involved in his union activity. He will always have a special place in the many hearts he touched.

Neal Henderson
Local 25, Star Market
Boston

Free Trade Benefits Business, Not Workers

Tom Sheibley, a Roadway driver from Local 653 and member of TDU, does occasional commentaries for National Public Radio's Morning Edition. The following segment aired on Jan. 13, 1997.

The claim that international free trade will bring broad-based economic growth is one of those dubious propositions that gets reinforced mainly through constant repetition. For many economically successful Americans it has become a kind of article of faith. Of course, one hears over and over, lowering trade barriers will increase efficiency and result in greater prosperity for everybody. Each country will flourish by doing what it does best: in third-world countries with large unskilled workforces, labor-intensive industry will drive economic growth; in countries with highly educated workers, skill-intensive jobs will provide the engine of prosperity. Heretical opinions to the contrary are simply not taken seriously.

The problem is that the benefits of all this efficiency accrue not to everyone, but just to big transnational businesses with the economic clout to wheel and deal in the global marketplace. Why should owners and investors voluntarily share profits with workers who are divided and forced to compete against each other country by country? A recent study by Donald Robbins of Harvard University shows that as trade has been liberalized, the income gap between rich and poor has gotten even wider – not only in rich countries but in developing countriers, where free trade was supposed to raise the wages of low-skill workers.

Still, the idea of prosperity arriving as some kind of automatic or inevitable result of free trade continues to function as a quasi-religious economic dogma. One might call it the "opiate of the elites;" it allows many people of good will to stand aloof from the struggles of working people while consoling themselves that all will turn out right in the end.

The truth is that the vast majority of us blue and white collar working people will never receive our fair share of gains from increased efficiency until we have the economic clout to demand it. This has recently been clearly illustrated in South Korea. Ruling party legislators there convened a secret session of parliament to roll back the liberalization of Korean society through passage of anti-labor legislation. The result was a massive strike in which hundreds of thousands of South Korean wage earners and their supporters shut down major Korean industries. This is an example of the kind of direct action it often takes to keep owners and investors honest.

So as business gains more and more freedom to impose its idea of efficiency on the global economy, Americans who value fairness in the marketplace are confronted with an issue of intellectual and moral honesty. Are we going to be seduced by the comfortable self-deception that free trade will automatically bring prosperity for large numbers of ordinary people? Or will we see that a commitment to fairness requires active support for the efforts of working people – in politics, in the workplace, and sometimes in the streets – to gain a fair share of the wealth we all produce. Anything less would be just liberal window-dressing, a toothless commitment guaranteed to fail.

TDU Meets

ARIZONA TDU
Saturday, March 22—1 p.m.
2210 W. Morten
Phoenix

BAY AREA TDU
Saturday, March 15—10 a.m.
Call (510) 791-6396 for information.

CHICAGO TDU
Saturday, April 5—2 p.m.
Workers School at Teamster City
Ashland and Van Buren

LOUISVILLE, KY.
Saturday, March 22
Two Meetings
UPS Contract Meeting—10 a.m.
Local 783 TDU Meeting—1 p.m.
Fifth Third Bank
4026 Taylorsville Rd.

MINNESOTA TDU
Sunday, April 27—1:30 p.m.
Broadway Pizza
W. Broadway and W. River Rd.
Minneapolis

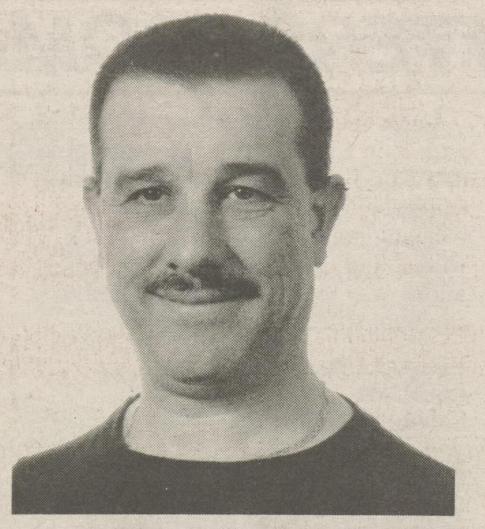
N.Y./N.J. TDU
Sunday, March 16—1 p.m.
Holy Cross School
332 W. 43rd St.
For information call (718) 624-7746

SAN JOAQUIN VALLEY
Sunday, March 16—4 p.m.
West Lane Bowling Alley
3900 Northwest Lane
Stockton, Calif.

SOUTHERN CALIFORNIA
Sunday, April 6—10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.
For information call (310) 694-5831
or (619) 951-4949.

It's Our Contract

WE'LL FIGHT FOR IT!



Steve Baudo
Local 344, UPS
Milwaukee

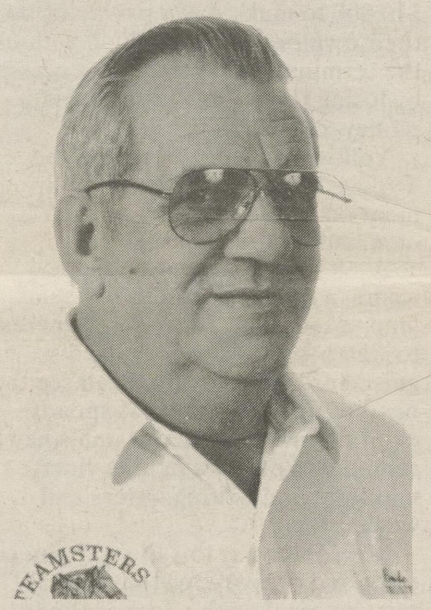
What's the union going to get us in the next contract? Wrong question! Many Teamsters believe it's all up to our leaders to win a good contract. Wrong, again. It's our contract and our job. Our contract will only be as strong as our participation in contract activities and our solidarity warrants. UPS won't give us anything unless they know we are united and willing to fight. If only a few of us are active, the company will know it can get a weak contract passed. The real question is, "What are **you** willing to do to get a better contract?"

Patricia Franks
Local 773 Business Agent
Allentown, Pa.

UPS made over $1 billion last year. There is no reason our part-timers should be working for fast food wages, complete with stress and a high injury rate. The workers who made UPS's super profits deserve a better deal. And although even UPS knows they have to sweeten the deal for part timers and create more full-time jobs to stem the incredible rate of turnover, we'll have to fight like hell to get it done.

Alvin Bode
Local 528, Roadway
Atlanta

I'm from freight. But I'm going to do everything I can to help my brothers and sisters at UPS win a good contract. This is the biggest contract any union in the country is going to negotiate this year, and it will set the stage for the NMFA to follow. I urge every Teamster activist, regardless of where they work, to do everything possible to assist UPS Teamsters in their struggle for a better contract. A rising tide lifts all boats.



Dave Dethrow
Local 688, UPS steward
St. Louis

A united rank and file is an absolute necessity to win a good contract from UPS. The company will stoop to any level to undermine Ron Carey and win support from the members. UPS knows they only need 50 percent plus one vote to pass a contract. The effort members put into this campaign will determine whether we vote on positive changes or over what members feel they can simply live with.

YES! I want to be part of the UPS Contract Campaign

I want to join in the national network of Teamster members willing to fight for a better contract at UPS.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

Return to: TDU, Box 10128, Detroit, Mich. 48210
(313) 842-2600 Fax: (313) 842-0227